



The Alano Club of Battle Creek – Code of Conduct

We ask all members, guests, and visitors to help maintain an atmosphere of recovery, support, and fellowship while on the premises.

We expect everyone to be respectful and responsible, especially during meetings, by keeping noise to a minimum. Parents ensure your children also respect the meeting environment. Minor children must not be left unattended.

Our goal is to welcome everyone seeking recovery, but if respectful and responsible behavior is not maintained, you will be asked to leave.

Inappropriate and Prohibited Behavior

The following actions are prohibited on Alano Club premises:

1. Disturbing meetings with excessive noise or disruptions
2. Damaging or misusing Club property
3. Making threats or engaging in harassment via social media
4. Leaving minor children unsupervised
5. Theft or other illegal activities
6. Aggressive verbal or physical confrontations
7. Use of undesirable or offensive language
8. Loitering or sleeping in or around the building
9. Sexual, religious, or political harassment
10. Possessing or carrying weapons of any kind
11. Soliciting or panhandling
12. Possession or use of drugs or alcohol
13. Gambling or betting of any kind
14. Bringing pets (except licensed service animals)
15. Smoking or vaping indoors (designated smoking areas are available outside)
16. Wearing clothing, hats, or jewelry that depict or promote drugs or alcohol
17. Wearing sexually explicit, pornographic, or offensive attire
18. Wearing inflammatory or potentially offensive political, religious, anti-religious, or controversial items, including but not limited to:
 - Political slogans or affiliations
 - Pro-choice or anti-choice messaging
 - Pride or anti-pride statements
 - Gang-related items

The Alano Club reserves the right to review and address these matters on a case-by-case basis.



Consequences of Violating the Code of Conduct

Violation of the Code of Conduct may result in:

- Verbal warnings
- Temporary or permanent bans from the premises
- Legal action, if necessary

Loitering or occupying the premises without attending a meeting or being a member may be considered inappropriate behavior.

Authority of the Board and Disciplinary Process

The Board of Directors has the authority to suspend, terminate, or restrict membership and privileges if conduct is found to be in violation of the Alano Club rules, including this Code of Conduct. Temporary actions may be taken by the Recovery Center Coordinator, subject to review and approval by the Board at its next regular meeting.

Appeals Process:

Members whose rights or privileges have been restricted, suspended, or terminated may submit a written appeal to the Board of Directors for review at the next regular meeting.

Incident Reports:

Anyone may file an incident report regarding a conduct issue. The Recovery Center Coordinator may take immediate action if needed and will notify the House Committee of any actions taken.

Disciplinary Guidelines for Offenses

1. **First Offense:** The offender may receive a verbal warning, with a written record placed on file.
2. **Second Offense:** A written letter of reprimand may be issued, noting potential consequences for further violations.

Serious Offenses: Certain violations may result in immediate suspension or banning from the premises. Each case will be reviewed based on its individual circumstances.

Support for Group Actions: If a group asks a disruptive individual to leave a meeting, that individual must also leave the premises.



We are committed to providing a safe and supportive environment and will only take disciplinary action when absolutely necessary.

It is Expected that Everyone will be Treated with Respect!

The mission of the Alano Club is “Saving Lives, Restoring Families, and strengthening our community through addiction recovery programs, events and educational services”. We are committed to providing a **safe and welcoming space for recovery, support meetings, and fellowship.**

Thank you for your understanding and cooperation.

Respectfully,
Board of Directors
The Alano Club of Battle Creek